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# The Guardian

Henderson County Sheriff's Office Newsletter



February 2018

## Message from the Sheriff

As your Sheriff, I can honestly say that one of the most rewarding aspects of my job is when citizens take the time to compliment the professionalism and the compassion of our deputies and staff. Rarely does a day pass without a compliment, a story, a letter or email recognizing an individual or team that has touched the heart of someone in our community. Such compliments remind me that morale in our agency is higher than ever and that our employees truly embrace our mission to our community. They aren't content to "just check the boxes and move on". They care for our community and for one another. I am humbled and in awe of the courage and the enthusiasm by which they fulfill their duties, in a job that fewer and fewer people respect or aspire to.

We are operating consistently at a level of heartfelt performance that I have not witnessed in 31 years on the job. This is not only a bold statement; it is a true one. It does not mean that we have arrived. We will always remain "A Brotherhood in **Pursuit** of Excellence". It does, however, mean that the ambitious plan that we put

in place six years ago to bring about positive organizational change is yielding good fruit and growing exponentially.

This is particularly gratifying to me because I knew that stepping out on such a bold and radical initiative was a great risk. I knew that it would require a courage and tenacity from everyone in leadership and from those being led, that would challenge us all and steer us away from what was comfortable and predictable. Those leaders who remained committed to the vision have grown themselves and now enjoy leading motivated teams who enjoy their work and the stability that servant leadership brings to an organization.

Our commitment to leadership accountability and training started at the top as I had promised with me, as your Sheriff, the very day that I took office. Today, inspirational leadership training has been delivered down the chain of command and has now reached the first line supervisors at the Sergeant and Corporal levels in all divisions. This achievement has resulted in continuity and unity of command and vision. Accountable servant leadership and stringent hiring practices are just two of the many components we have put in place which have raised morale, increased our operational efficiency, reduced many crimes and helped keep the promises I made to you, the citizens of Henderson County.

Much of our success can be attributed to my implementation of a small division known as the Office of Professional Standards or OPS. Because of the hard and never-ending work of this team, we recruit, train, develop, mentor and promote some of the best talent in the state. Our training standards are higher than those required by the Sheriff's Training and Standards Division. Also, our hiring and promotional standards are stricter than most, but are applied fairly, consistently and transparently in our efforts to always start with the best.



These are just a few of the reasons that I take such pride in, and hold such great respect for, the men and women who serve Henderson County from the Office of the Sheriff. Indeed, it has been a challenging, but fruitful six years for Henderson County.

Sheriff Charles S. McDonald

## Upcoming Events

### Camp STAR 5K Trail Run (4/22)

The Henderson County School Resource Deputies are hosting the Inaugural Camp STAR 5k trail run/walk on [Sunday, April 22, 2018](#) at Camp Tekoa starting at 2:00pm. Proceeds from this event will be used to host over 400 rising 6th graders at Camp STAR in the summer of 2018.

This family friendly trail run costs \$25 for adults and \$15 for youth (ages 5-17). All proceeds benefit Camp STAR. Registration check-in will begin at 1:00pm on April 22nd at Camp Tekoa located at 211 Thomas Road in Hendersonville, NC.

To register, visit [www.active.com](http://www.active.com) and search Henderson County Camp STAR or [click here](#).

To view all upcoming events, visit HCSO's [News and Announcements page](#).

## Hometown Heroes

**Each month we would like to celebrate a few of the achievements and victories of our employees.**

On January 21, deputies on Baker squad were in the jail kitchen as our kitchen staff was preparing to serve lunch. Rather than sitting down and making their own trays, these men gloved up and took a place in the serving line. Not only did they help the kitchen staff prepare trays, but they went into the pods to assist Detention Officers as they served the inmates.

Deputy Towle, Deputy Swoveland and Deputy Oza did not do this for attention or a pat on the back. They helped out our kitchen and detention staff because they have a desire to serve others. Sgt. McCrain captured this image on the cameras unbeknownst to these men and passed along this great example of teamwork and leadership.



Congratulations to Evidence Custodian Julie Kidd on her retirement!

Before joining the HCSO family, Julie Kidd worked as a dispatcher for the Hendersonville, Huntsville and Gastonia Police Departments for a total of sixteen years before working for and retiring from the NC SBI as a Criminal Justice Training Specialist.



Each facet of Julie's work contributes to the mission of the Henderson County Sheriff's Office and the level of professionalism and legitimacy of the agency. Julie is always willing to take on whatever is necessary to further HCSO's mission and enhance the quality of life of the people it serves.

[Read Sheriff McDonald's post](#)

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On January 15, Deputy Mayo, VIP Danny Livingston, VIP Phillip Daniel and a CNA with hospice named Lauren Zeigler worked together to capture a loose pig running near Forest Lawn Cemetery. After completing a funeral escort, the VIPs were flagged down by Zeigler to assist. Deputy Mayo, who will soon be transferring to Animal Enforcement, also worked to capture the pig who was taken to the animal shelter. You never know what kind of situations our deputies and volunteers will get into!



[Read the Times-News story](#)

Photo credit: Patrick Sullivan / Times-News

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Congratulations to Cpl. Jesse Blankenship for completing the North Carolina Justice Academy School Resource Officer Certificate Program. Deputy Blankenship has demonstrated his pledge as a School Resource Deputy by dedicating himself to making Henderson County Public Schools safer for our children and the staff that serve them. Cpl. Blankenship successfully completed the program with over 400 hours of required training. He is the 195th participant to complete the NCJA program since its inception in 2002.



Recently, Lt. Tim Fuss found out a female inmate who has some extensive medical issues was not receiving proper care at home; DSS had been involved in the matter, however a suitable solution had not been found. When the inmate was released, rather than letting this woman be released back to her previous living situation, Lt. Fuss arranged for a hearing to help get the woman into an assisted care facility. DSS was pleased with the solution and the woman's father was appreciative of the help provided by the jail and Lt. Fuss.

Congratulations to Sgt. Alan McCrary on his retirement from the Henderson County Sheriff's Office after 30 years of service. Alan first started in 1988 as a jailer and then moved on to hold a variety of positions in the patrol and support services divisions. He served on the SWAT team and always had a knack for running complex operations. We wish him the best in his retirement!



Henderson County Sheriff's Office Deputies made 201 arrests between 1/1/18 and 1/28/18. Below are links to some newsworthy arrests and events from the past month.

[Four arrested on multiple felony drug charges on New Year's Eve in Henderson Co.](#) (Fox Carolina)

[Hendersonville man charged with drug offenses after traffic stop](#) (Times-News)

[Henderson County man accused of animal cruelty arrested in FL, wife still wanted by police](#) (WLOS)

[Sheriff's deputies make felony theft, drug arrests](#) (Hendersonville Lightning)

[Felony arrests by deputies](#) (HCSO Facebook)

[Woman faces charges after heroin shipped to county jail](#) (Times-News)

[12 pounds of marijuana, 9 guns seized from Etowah home](#) (Times-News)

[Assault rifle, meth seized as part of marijuana grow arrest in Hendersonville](#)(WLOS)

## Breaking the Jail Cycle



Sheriff Charles McDonald and the Henderson County Sheriff's Office are focused on finding ways to reduce recidivism rates in the jail. Through the guidance of the Sheriff, the jail has begun to further their efforts in taking a holistic approach that incorporates offender based treatment. This effort to break the cycle of recidivism still holds offenders accountable, but involves community partnerships to deliver information and resources to a central hub with a population that has often fallen through the cracks: the Henderson County Jail.

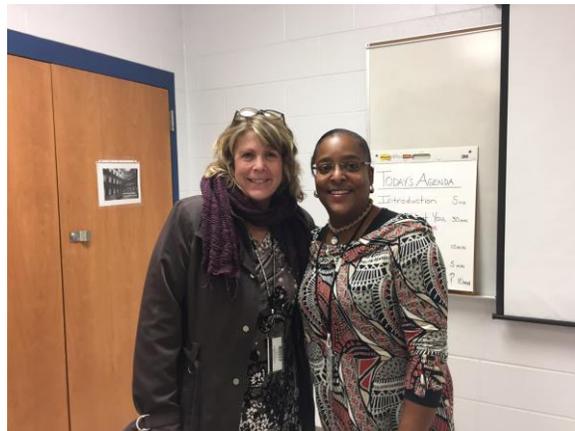
"Many of the people being held in our jail are there as either a direct or indirect consequence of drugs," said Sheriff Charles McDonald. "At the Henderson County Sheriff's Office, we are focused on fighting the drug epidemic that is plaguing our nation through prevention, enforcement and reducing recidivism." McDonald explains

the programs occurring inside the jail, and linking inmates to resources following their release, is a crime reduction strategy that involves the entire community.

Between January 1, 2015 and August 25, 2017, 500 individuals were incarcerated in the Henderson County Jail three or more times. At an average cost of \$76.84 per day, these 500 individuals cost taxpayers \$2,467,793.44. Breaking the cycle of recidivism is complex; there are many drivers and circumstances that lead to someone's choice of a life of crime. This is a national problem, but our Sheriff's Office is taking steps to affect a change locally.

In addition to the programming offered by the Blue Ridge Prison and Jail Ministry, AA and NA, the jail is embarking on a journey with local organizations and non-profits to provide educational opportunities, resources and information to inmates while they are confined and upon their release. Some of the organizations who are already forging partnerships with the jail include the Blue Ridge Literacy Council, First Contact, the Free Clinics, Hope Rx, Blue Ridge Community Health Services and Family Preservation Services.

This month, Blue Ridge Community College's Stacy Hill, HRD Employability Lab Instructor, and Robin Paulison, Dean of Adult Education and Literacy, met with inmates on a voluntary basis to provide focus group activities. During the meetings, inmates filled out questionnaires about their current educational levels, employment opportunities upon release, goals for the future and barriers that have prevented their success in the past. These responses will assist the college and jail administration with future planning and programming. Hill and Paulison provided resources on how individuals can get connected with Upskill WNC to obtain their GED, enroll in training and build skills that will help them move beyond the activities that originally landed them in jail.



Exciting things are happening inside the walls of the jail and beyond. Continue to follow the Henderson County Sheriff's Office on Facebook and in the news to hear about additional community partners and programming focused on improving the quality of life in Henderson County for all who live here.

## Sheriff's Leadership Academy congratulates graduates



On January 19, 2018, the Henderson County Sheriff's Office congratulated its first graduating class of Sheriff's Leadership Academy first line supervisors. Sergeants and Team Leaders from across all divisions participated in the 80-hour course which focused on content specific to the agency, their policies, vision and values.

"Our first line supervisors are the heart of our chain of command," said Sheriff Charles McDonald. "I am dedicated to directing the necessary time and resources to the care and education of our employees. Our employees are our most valuable resource, and when they are taken care of and well-equipped, we can better serve the community."

The two-week leadership course included blocks of instruction on Leading Change, Enhancing Integrity, Effective Interpersonal Communication, Conflict Management, Emotional Survival and Intelligence, Public Speaking, Civil Liabilities, Motivation and Teambuilding, Human Resources, Policy and Procedures, Feedback and Coaching and more. Members of the Command Team, along with Sheriff McDonald and the Office of Professional Standards developed the curriculum to equip first line supervisors with a toolkit beyond those skills received in introductory first line supervision courses offered by the state.

Sergeant Brian Helton, a nine-year veteran with the Henderson County Detention Center, said the following after attending the Sheriff's Leadership Academy: "There were valuable takeaways from each class that was presented. A lot of discussion among the participants occurred, which led to insight into other supervisors' experiences. All of this added to my knowledge base and I've already been putting topics covered in class to good use." Sgt. Helton went on to describe the relaxed atmosphere in which class was



taught that allowed the participants to better know their classmates and command staff from other divisions that they may not interact with on a daily basis.

Implementing an agency-specific leadership academy is part of Sheriff McDonald's strategic plan. During the month of February, Corporals will follow in the steps of their Sergeants and complete the training. This course will also be accessible by aspiring supervisors as they further their careers and further their leadership development.

## VIPs in the news

Reporter Christine Scarpelli and Photojournalist Ryan Goodman spent time with the Volunteers in Partnership (VIP) during the month of January to highlight their role in Henderson County. If you missed WSPA's Hometown Spotlight, you can see all the footage by visiting [WSPA's website](#). More information on the VIP program can be found by calling the VIP Office at (828) 698-5055 or online



at: <http://www.hendersoncountync.org/sheriff/vip.html>

[Watch the WSPA video](#)

## Recent Events

### HCSO Cadet Corps

During the month of January, Cadets focused on handcuffing technique and interviewing technique during simulated calls for service. Classes are held on Thursday nights with instruction provided by HCSO deputies.

Students build leadership, discipline and give back to the community as they prepare for a career in law enforcement. More information and an application can be found on the [Sheriff's Office website](#).



### **Happy Birthday Zach!**

The Mountain Home Fire Department and Henderson County Sheriff's Office got to help make a birthday wish come true. Mills River Assistant Chief Jason Livingston and School Resource Deputy Mitch Jacobsen heard that Zach had an interest in firetrucks and patrol cars, so a special event was planned for him and some of his classmates from West Henderson High School.



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### **Vision Henderson County**

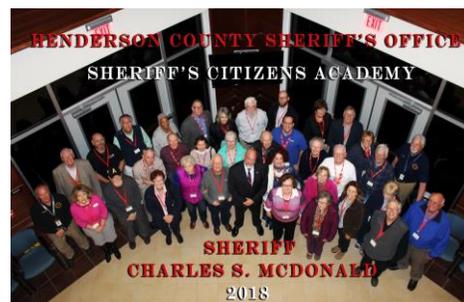
The Vision Henderson County group got to take a close look at the Bearcat Armored Rescue Vehicle, watch our Telecommunicators work, learn about exciting new partnerships and programs in the jail and hear from Sheriff Charles McDonald during their visit. The Vision Henderson County leadership program is designed to develop a leadership pool of informed, involved and committed citizens. We thank these leaders for making a difference in their spheres of influence!



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### **Sheriff's Citizens Academy**

The 22nd HCSO Sheriff's Citizens Academy was kicked off during last month. A great group of citizens with an interest in their local Sheriff's Office will continue to spend their Tuesday evenings hearing presentations and interacting with the men and women who have sworn to protect this county. SCA members have already been welcomed by Sheriff McDonald, watched presentations on the Office of Professional Standards, School Resource Deputies and STAR (Sheriffs Teaching Abuse Resistance) and toured the Sheriff's Office and crime lab.



### **Church Security Classes**

Sheriff Charles McDonald has continued to host church security classes, with two more scheduled on February 8th and February 20th. These classes give congregations the information they need to build a church security team and evaluate their facilities' safety protocols. Due to the large number of attendees, we have held classes in the Henderson County courthouse; thank you to our courthouse security deputies for making this possible.



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### **Henderson County Tax Sale**

Our Civil Deputies braved the cold to conduct a Henderson County Tax Sale on January 24th. We bet Cpl. Cox didn't realize being an auctioneer would be part of her duties as a deputy sheriff when she first became an officer of the law!



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### **Technology in the Schools**

Deputy Stepp, a member of the Sheriff's Office bomb team, gave a presentation to Atkinson Elementary students as part of their technology break out night.

The bomb team is often requested to attend career days, STEM (Science, Technology, Engineering, Math) presentations and robotics functions. Deputies help educate students on future career opportunities and how their science class lessons are put to use in the real world.



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### **Public Safety Software**

We were happy to host a big group of Henderson County first responders at the Sheriff's Office as we watched a demonstration by Superior, a computer aided dispatch (CAD) software vendor. As technology advances, we are looking to improve our capabilities with CAD, Jail and Record Management Systems to continue to provide excellent service to the citizens of Henderson County.



We thank our Henderson County EMS, local fire departments and the Henderson County Rescue Squad for their collaboration, feedback and valuable input as we partner to meet the needs of our growing county.

### **Did you know?**

A raccoon has tested positive for the rabies virus in Henderson County. The Henderson County Department of Public Health and the Henderson County Sheriff's Office urge all residents to make sure pets are up-to-date on their rabies vaccinations.

To read the press release and get more information, read the [Nixle alert](#). Be sure to stay updated on public health advisories and other alerts by signing up for Nixle emergency text messages. Text your zip code to the following number: 888777

